

Substance Abuse and the Workplace: A Brief Bibliography

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Program Effectiveness:

An Assessment of Drug Testing within the Construction Industry.

Authors: Gerber, Jonathan K., Yacoubian Jr., George S.

Source: *Journal of Drug Education*; 2002, Vol. 32 Issue 1, p53, 16p, 7 charts, 3 graphs

Abstract: Investigates the efficacy of workplace drug-test programs in reducing injury incident rates in the construction industry in the U.S. Reduction of incident rates within two years of implementation; Discussion of policy implications; Impact of drug-related policies on the industry.

A Critical Evaluation of the Utah Power and Light Company's Substance Abuse Management Program: Absenteeism, Accidents and Costs (1989) 26p.

<http://said.dol.gov/SummaryDocument.asp?ID=98>

Do Drug-Free Workplace Programs Prevent Occupational Injuries? Evidence from Washington State

Authors: Wickizer TM, Kopjar B, Franklin G and Joesch J

Source: *Health Services Research*, 39(1): 91-110, February 2004

Abstract: Substance abuse remains a serious challenge for the nation's health. There is an extensive body of literature outlining the potential for occupational injuries and accidents resulting from alcohol and drug use. This research is limited, however, by inconsistent findings regarding the link between substance abuse and increased risk for accident or injury. This article presents the findings of an evaluation from Washington State conducted to determine the impact of a publicly sponsored Drug-Free Workplace (DFW) program on the occurrence of occupational injuries. The authors draw their data from Washington State Department of Labor and Industry claims information on all reported injuries from 1994 through October of 2000. They grouped these claims into two cohorts: 261 DFW companies, and a comparison cohort of 20,215 non-DFW companies. Their results indicate that the DFW program was associated with a statistically significant decrease in injury rates for three industry groups: construction, manufacturing and services. The authors estimate that this could translate into substantial cost reductions for employers. Some limitations should be noted. Specifically, companies enrolled in the DFW program on a voluntary basis and may, therefore, differ in some unmeasured way from companies that opted not to enroll. Still, the authors suggest that on a selective basis, DFW programs may offer the potential to reduce the occurrence of occupational injuries and accidents. Associated Grant ID: Substance Abuse Policy Research Program.

Evaluation of Drug Testing in the Workplace: Study of the Construction Industry.

Authors: Gerber, Jonathan K., Yacoubian Jr., George S.

Source: *Journal of Construction Engineering & Management*; Nov/Dec2001, Vol. 127 Issue 6, p438, 7p, 7 charts, 3 graphs

Abstract: During the past two decades, drug testing in the workplace has gone from virtual nonexistence to widespread employer acceptance. This growth is particularly critical for the construction industry. High rates of alcohol and other drug use, coupled with the high-risk, safety-sensitive nature of the industry, have prompted the implementation of a variety of drug surveillance and prevention strategies. Despite this growing vigilance, however, no scholarly works have examined the impact of drug-related policies in the construction industry. The present study investigates the efficacy of workplace drug-testing programs in reducing injury incident rates and workers' compensation experience-rating modification factors within the construction industry. Analyses indicate that companies with drug-testing programs experienced a 51% reduction in incident rates within 2 years of implementation. Furthermore, companies that drug test their employees experienced a significant reduction in their workers' compensation experience-rating modified factors. Policy implications are discussed in light of the current findings.

Report on Employer Attitudes and the Impact of Drug Control Strategies on Workplace Productivity (1995) 100 p.

<http://said.dol.gov/SummaryDocument.asp?ID=641>

Small Printing Company Leads the Way as Association Implements a Low-Cost EAP (Working Partners) (1994)

<http://said.dol.gov/SummaryDocument.asp?ID=27>

Prevalence:

Alcohol and Other Substance Abuse: Prevalence, Cost and Impact on Productivity.

Authors: Durso, Katherine A.1

Source: *Employee Benefit News*; 9/1/2004, Vol. 18 Issue 11, p37, 1p, 3 graphs, 1c

Abstract: Focuses on the impact of the prevalence of alcohol and other substance abuse on the productivity of U.S. employees as well as corporations. Percentage of illicit drug users and heavy drinkers in the country who are employed; List of the top high-cost substance abuse categories; Amount paid by the companies for medical and drug benefits for treatment of substance abuse disorders.

Driven to Drink: Managerial Control, Work-Related Risk Factors, and Employee Problem Drinking.

Authors: Bacharach, Samuel B., Bamberger, Peter A., Sonnenstuhl, William J.

Source: *Academy of Management Journal*; Aug2002, Vol. 45 Issue 4, p637, 22p, 3 diagrams

Abstract: Using a sample of blue-collar workers and drawing from managerial control theory, we derived and tested an integrative model of employee drinking behavior focusing on four key sets of work-related risk factors: (1) workplace culture, (2) alienation, (3) stress, and (4) policy enforcement. Our results suggest that perceived permissive drinking norms are the strongest direct predictor of employee problem drinking. Such norms also both mediate and moderate the effects of stress and policy enforcement variables on problem drinking, but the mediational effects may have higher

explanatory potential. Implications for the management of counterproductive employee behaviors are discussed. [ABSTRACT FROM AUTHOR] Full Text Word Count: 13634

The NHSDA Report – Substance Use, Dependence or Abuse Among Full-Time Workers. (September 2002). Rockville, MD: U.S. Department of Health and Human Services. <http://www.oas.samhsa.gov/2k2/workers/workers.cfm>

Quest Diagnostic's Drug Testing Index (semi-annual) examines positivity rates to provide an analysis of workplace drug-use trends among three major testing populations: Federally mandated, safety-sensitive workers, general workforce, & combined U.S. workforce.

Programs and Program Development:

Coercing Addicted Employees into Treatment: Legal Implications.

Authors: Goff, J. Larry, Cook, Roy A.

Source: *Review of Business*; Spring/Summer2001, Vol. 22 Issue 1/2, p15, 4p

Abstract: Addictive employees represent several challenges for their employers. While employers will want to help individuals get help, they have to be careful how they do so. Company-sponsored treatment programs have proven very effective but also fraught with legal liabilities. This article addresses these issues and dilemmas.

[ABSTRACT FROM AUTHOR] Full Text Word Count: 3248

The Employee Stress and Alcohol Project: The Development of a Computer-Based Alcohol Abuse Prevention Program for Employees.

Authors: Matano, Robert A., Futa, Kristine T., Wanat, Stanley F. Mussman, Lisa M. Leung, Cynthia W.

Source: *Journal of Behavioral Health Services & Research*; May2000, Vol. 27 Issue 2, p152, 14p

Abstract: The Employee Stress and Alcohol Project (ESAP) developed an interactive computer-based alcohol abuse prevention and early intervention program accessible to employees over the Internet. Behavioral health research recommends that specialists develop and provide comprehensive yet cost-effective approaches to alcohol abuse prevention, early intervention, and treatment within the context of workplace managed care. ESAP is implementing this web site for a diverse 8,567-employee work site. ESAP's web site enables employees to self-assess their stress levels, coping styles, and risk for alcohol-related problems. It provides personalized feedback, recommendations, mini-workshops, a drinking journal, links to other online resources, and an interactive forum for direct participant-to-participant communication. ESAP's web site provides resources for employees who are concerned about another individual's drinking as well as information about adolescent alcohol use. This article discusses the implications of incorporating the ESAP web site into worksite alcohol abuse prevention and early intervention programming. [ABSTRACT FROM AUTHOR] Full Text Word Count: 8201

Good Intentions, Bad Policy.

Authors: Lessner, Keith

Source: *Best's Review / Property-Casualty Insurance Edition*; Nov97, Vol. 98 Issue 7, p126, 2p, 1 cartoon

Abstract: Evaluates the mandatory workers' compensation premium credit programs to address substance abuse in the workplace. Business reasons for employers to address substance abuse; Range of choices in addressing a substance abuse problem; Reasons for making insurance reduction programs a policy measure; Questions to be considered

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to support the reasons for advancing a public approach to drug-free workplaces that advocate insurance premium credits.

Mailed Feedback Reduces Consumption Among Moderate Drinkers who are Employed.

Authors: Walters ST, Woodall WG.

Source: : *Prev Sci.* 2003 Dec;4(4):287-94.

Abstract: To test the efficacy of mailed feedback for drinking reduction among employees of a manufacturing firm, 48 drinkers were recruited and alternately assigned to receive mailed feedback on their drinking either immediately or after an 8-week waiting period. Using a delayed treatment design, participants were assessed by mail at baseline, 8, and 16 weeks. After viewing their feedback, participants indicated a higher level of importance of making a change, but not confidence in their ability. There were also significant decreases in consumption after receiving the feedback, and these changes were mediated by participants' increased perceptions regarding the "riskiness" of alcohol consumption. An additional 26 nondrinkers at baseline volunteered to participate and also were mailed feedback. Among this group, receipt of feedback indicating a very low level of risk did not lead to increased drinking. This cost-effective intervention appears to reduce consumption among light-to-moderate drinkers, and may warrant a larger place in the framework of workplace alcohol reduction programs.

MAPs: Labor-Based Peer Assistance in the Workplace.

Authors: Bacharach, Samuel B., Bamberger, Peter A., Sonnenstuhl, William J.

Source: *Industrial Relations*; Apr96, Vol. 35 Issue 2, p261, 15p, 1 chart

Abstract: An offshoot of management-based Employee Assistance Programs, Member Assistance Programs (MAPs) are peer-based programs designed to help union members suffering from substance abuse and other personal problems. Although a relatively recent phenomenon, MAPs are rooted in traditional union principles of voluntarism and mutual aid. This article examines the emergence and growing popularity of MAPs, differences in MAP structure and orientation across unions, and the potential significance of MAPs to unions and industrial relations.

Methods for Evaluating a Mature Substance Abuse Prevention/Early Intervention Program.

Authors: Becker, Les R., Hall, Margretta, Fisher, Deborah A., Miller, Ted R.

Source: *Journal of Behavioral Health Services & Research*; May2000, Vol. 27 Issue 2, p166, 12p

Abstract: The authors describe methods for work in progress to evaluate four workplace prevention and/or early intervention programs designed to change occupational norms and reduce substance abuse at a major U.S. transportation company. The four programs are an employee assistance program, random drug testing, managed behavioral health care, and a peer-led intervention program. An elaborate mixed-methods evaluation combines data collection and analysis techniques from several traditions. A process-improvement evaluation focuses on the peer-led component to describe its evolution, document the implementation process for those interested in replicating it, and provide information for program improvement. An outcome-assessment evaluation examines impacts of the four programs on job performance measures (e.g., absenteeism, turnover, injury, and disability rates) and includes a cost-offset and employer cost-savings analysis. Issues related to using archival data, combining qualitative and quantitative designs, and working in a corporate environment are discussed. [ABSTRACT FROM AUTHOR] Full Text Word Count: 6869

Prevention of Substance Abuse in the Workplace: Review of Research on the Delivery of Services

Authors: Cook, Royer; Schlenger, William

Source: *The Journal of Primary Prevention* 23 (1): 115-142, Fall 2002

Abstract: With the growing recognition that most illicit drug users and heavy drinkers are members of the work force, the workplace has become an increasingly significant, though still underutilized, vehicle for the delivery of substance abuse prevention services. This paper discusses some of the chief reasons for engaging in substance abuse prevention in the workplace; outlines the foundations of workplace prevention services; and reviews recent research on workplace substance abuse prevention, including the major preventive interventions aimed at the workplace environment and the individual worker. The paper closes with a discussion of future programming and research on the delivery of workplace prevention services.

Tax Credits for Substance Abuse Programs.

Source: *HR Magazine*; Oct94, Vol. 39 Issue 10, p12, 1/6p

Document Type: Article

Abstract: Reports on a new Louisiana state law that gives employers state income tax credits for 'qualified treatment expenses' incurred when providing drug and alcohol treatment services to employees. Qualifications for tax credits. Full Text Word Count: 130

Unions Tackle the Costs of Drug Use.

Authors: Winston, Sherie

Source: *ENR: Engineering News-Record*; 9/27/2004, Vol. 253 Issue 12, p32, 4p, 7 charts, 1c

Abstract: This article reports that substance abuse continues to plague the construction industry, threatening lives and safety, increasing workers' compensation insurance premiums and reducing worker productivity. The ironworkers' and electrical workers' international unions each are finalizing new national programs to create drug and alcohol free work places. Beginning in January, ironworker local unions and contractor members of the Ironworker-Management Progressive Action Cooperative Trust (IMPACT) will have the option to include a substance abuse testing program into new collective bargaining agreements. Results will be kept in a database administered by a third party that is accessible to contractors each time they request workers from the union's hiring hall. The management chairwoman of IMPACT's substance abuse task force says employees must understand that drug testing is a program to save families.

The Workplace and Alcohol Problem Prevention.

Authors: Roman, Paul M.; Blum, Terry C..

Source: *Alcohol Research & Health*, 2002, Vol. 26 Issue 1, p49, 9p;

Abstract: Investigates into the opportunities workplaces provide for preventing alcohol problems in the U.S. Development of workplace programs; Use of employee assistance programs; Discussion of workplace policies regarding drinking on the job and alcohol testing.

1996 AMA Survey: Workplace Drug Testing and Drug Abuse Policies

Abstract: Highlights results from a survey of nearly 1,000 corporations regarding workplace policies and practices relating to drug and alcohol abuse prevention.

<http://said.dol.gov/SummaryDocument.asp?ID=288>

Cost Studies:

The Cost to Employers of Employee Alcohol Abuse: a Review of the Literature in the United States of America.

Authors: Harwood, H.J. & Reichman, M.B.

Source: *Bulletin on Narcotics*, Vol LII, Nos. 1 & 2, 2000

Abstract: It is widely recognized that alcohol and drug abuse by workers can adversely affect their performance and the productivity of the workplace. The specific ways in which substance abuse can be harmful are well understood. Major elements of the costs incurred (for example, in lost productivity and earnings of workers and in deaths at the workplace) are captured in the most recent cost studies, as well as in the international guidelines for estimating the economic costs of substance abuse. However, no studies have rigorously measured the full economic burden on the workplace alone, because of the theoretical and empirical difficulties arising from the spread of the impact of substance abuse, via the markets, among employers (through lost profits), workers (through lost earnings and benefits) and consumers (through higher prices for goods and services). Both employers and workers recognize the nature of the problem and have worked together through bodies such as the International Labour Organization to find common solutions and formulate multilateral policies. Data for the United States of America show that policies are frequently established at the workplace to reduce alcohol and drug abuse by workers. http://www.unodc.org/unodc/bulletin/bulletin_2000-01-01_1_page005.html

Cost-Effectiveness and Preventive Implications of Employee Assistance Programs

Authors: Blum, Terry C ; Roman, Paul M. 1995 (45 p.) Pub: United States, DHHS

Abstract: Discusses the role of EAPs in alcohol and drug prevention and examines numerous studies demonstrating their cost-effectiveness.